Army Civilian Leaders for the 21st Century

Purpose

- Promote awareness, interest, and participation in Army Civilian Leader Development

- Inform and educate Army Civilians and their supervisors worldwide on the progressive and sequential Civilian Education System (CES)

Agenda

- Army Leaders for the 21st Century
- New CES program
- Questions and Answers

What's Changed…

- Global War on Terrorism
- Army civilians are deploye more frequently
- Significant mil-civ conversi
- NSPS

Army Required

MULTI-SKILLED LEADERS

- Strategic & creative thinkers
- Builders of leaders and teams
- Competent full spectrum warfighter or accomplished professional who supports THE SOLDIER
- Effective in managing, leading & changing large organizations
- Skilled in governance, statesmanship, and diplomacy
- Understand cultural context and work effectively

Leader development is an investment in the Army and our Nation's future.

LTG

Army Leaders in the 21st Century
"The Pentathlete"

Multi-skilled Leader

- Strategic and creative thinker
- Builder of leaders and teams
- Competent full spectrum warfighter or accomplished professional who supports the Soldier
- Effective in managing, leading, and changing large organizations
- Skilled in governance, statesmanship, and diplomacy
- Understands cultural context, and works effectively across it

U.S.ARMY®

Personifies the Warrior Ethos in all aspects, from war fighting to statesmanship to enterprise management ... It's a way of life.

Leader Attributes

- Sets the standard for integrity and character
- Confident and competent decision-maker in uncertain situations:
  - Prudent risk taker
  - Innovative
  - Adaptive
  - Accountable
- Empathetic and always positive
- Professionally educated and dedicated to life-long learning
- Effective communicator

Army Training & Leader Development

Identifies important interactions that develop leaders for the future

- ✓ Three core domains (**operational**, **institutional**, and **self-development**) that shape critical learning experiences throughout a career.
- ✓ A continuous cycle of counseling, coaching, mentoring, education, assessment, feedback, remediation and reinforcement.

FM 7.0
Training the Force

As leaders progress in their career and face new challenges we must develop them to meet those challenges.

Self-Awareness

Self-development begins with self-awareness

Being aware of oneself, including one's traits, feelings and behaviors

How to become self-aware….

- Open to feedback from multiple sources, including peers, subordinates and superiors
- Obtain coaching and feedback from mentors

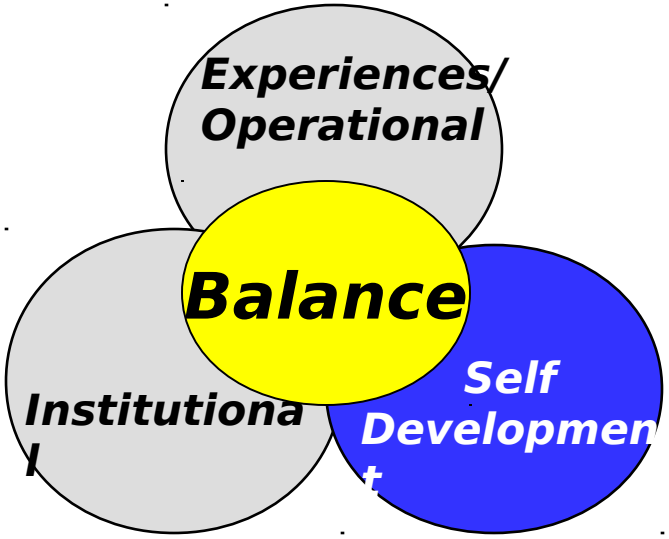
Multi-rater assessments and After Action Reviews

Lead with the full awareness of the nature and effects of your

Self-Development

To master the profession at every level, leaders must make a lifelong commitment to lifelong learning. FM 6-22, Army Leadership

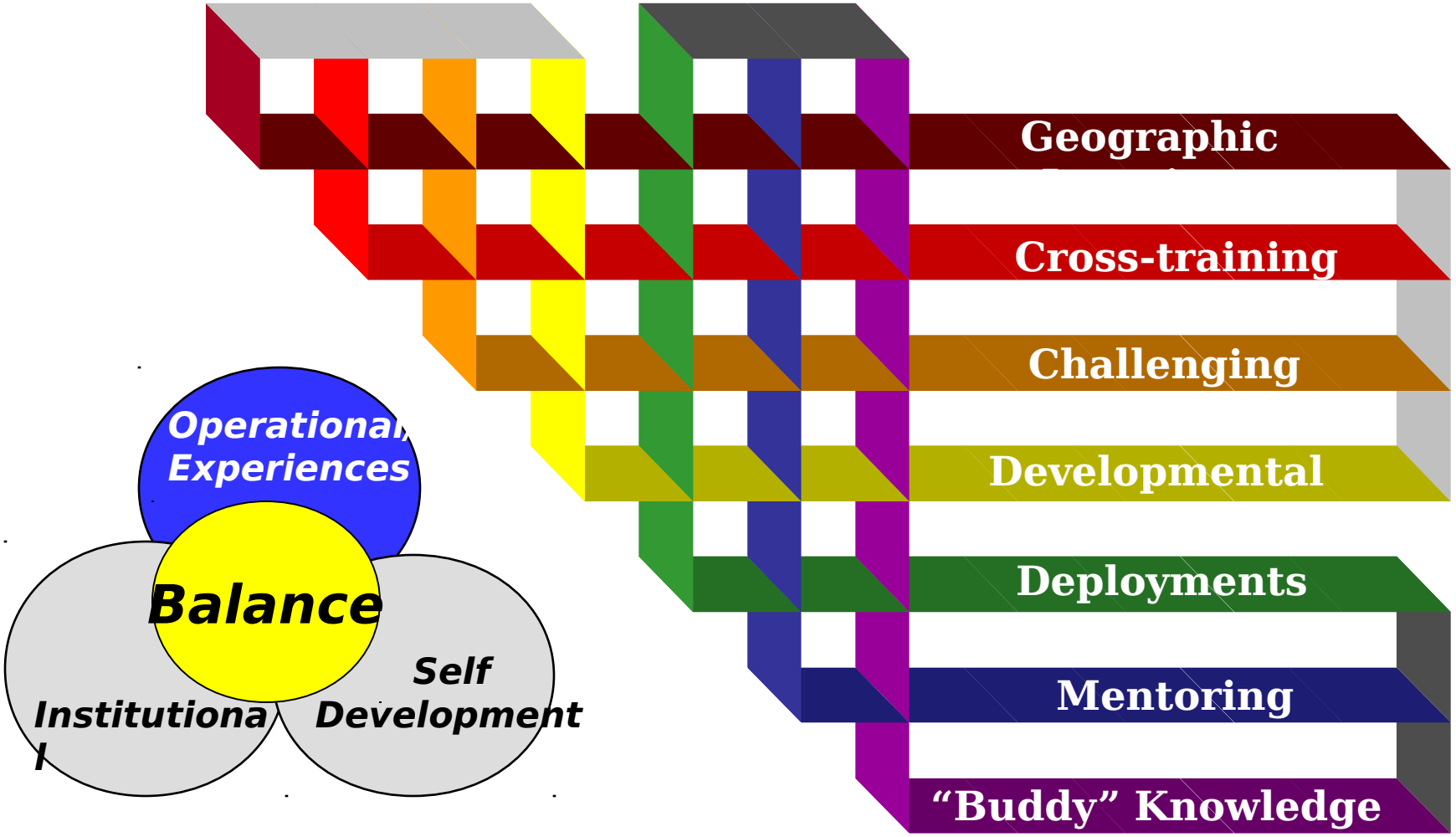
Self-development begins with a motivated person, supplemented by a concerted team



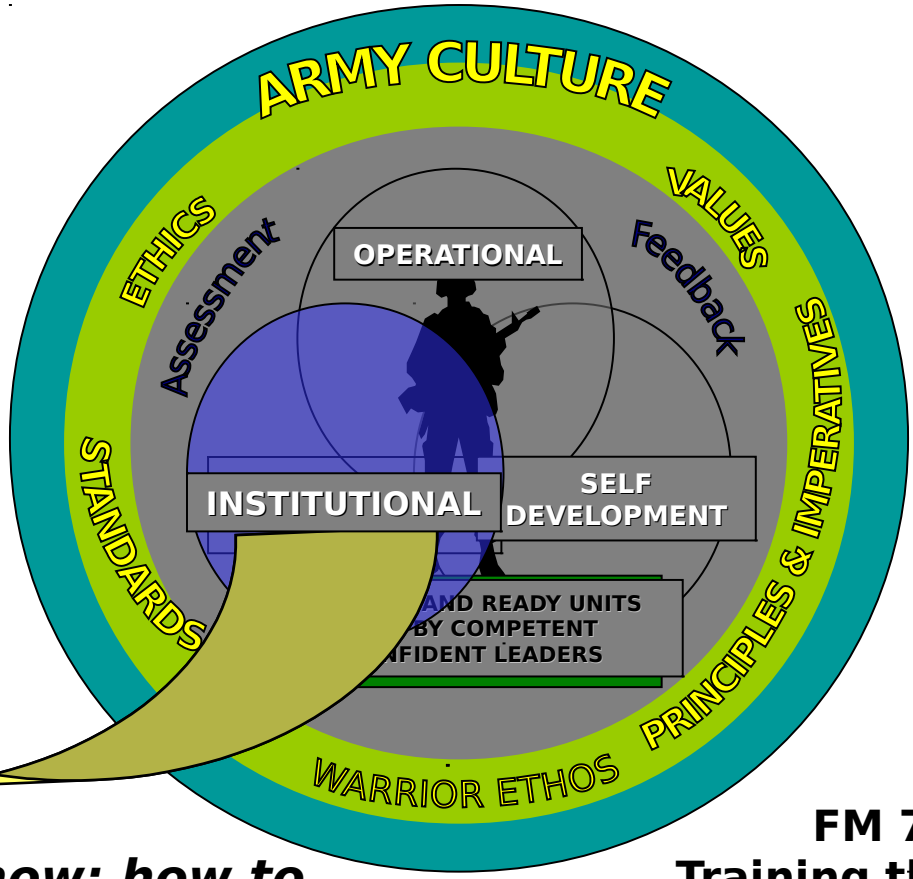
Self-Development ideas

professional reading, writing program, professional conferences, affiliations with professional organizations, advance schooling, and correspondence courses

Operational/Experiences



Institutional



Leader education (what to know; how to think)

Character (how to be)

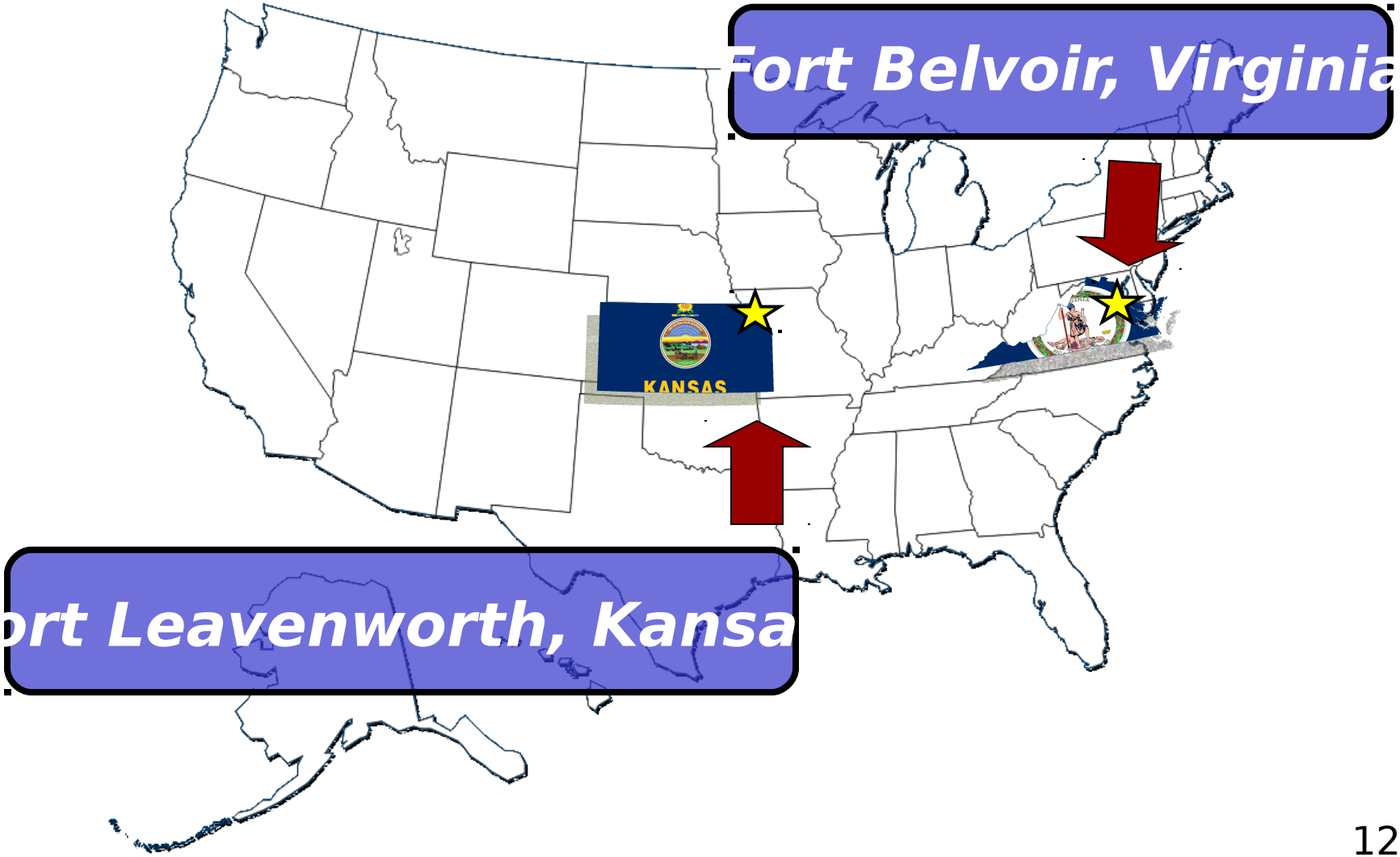
Training (how to do)

FM 7.0
Training the Force

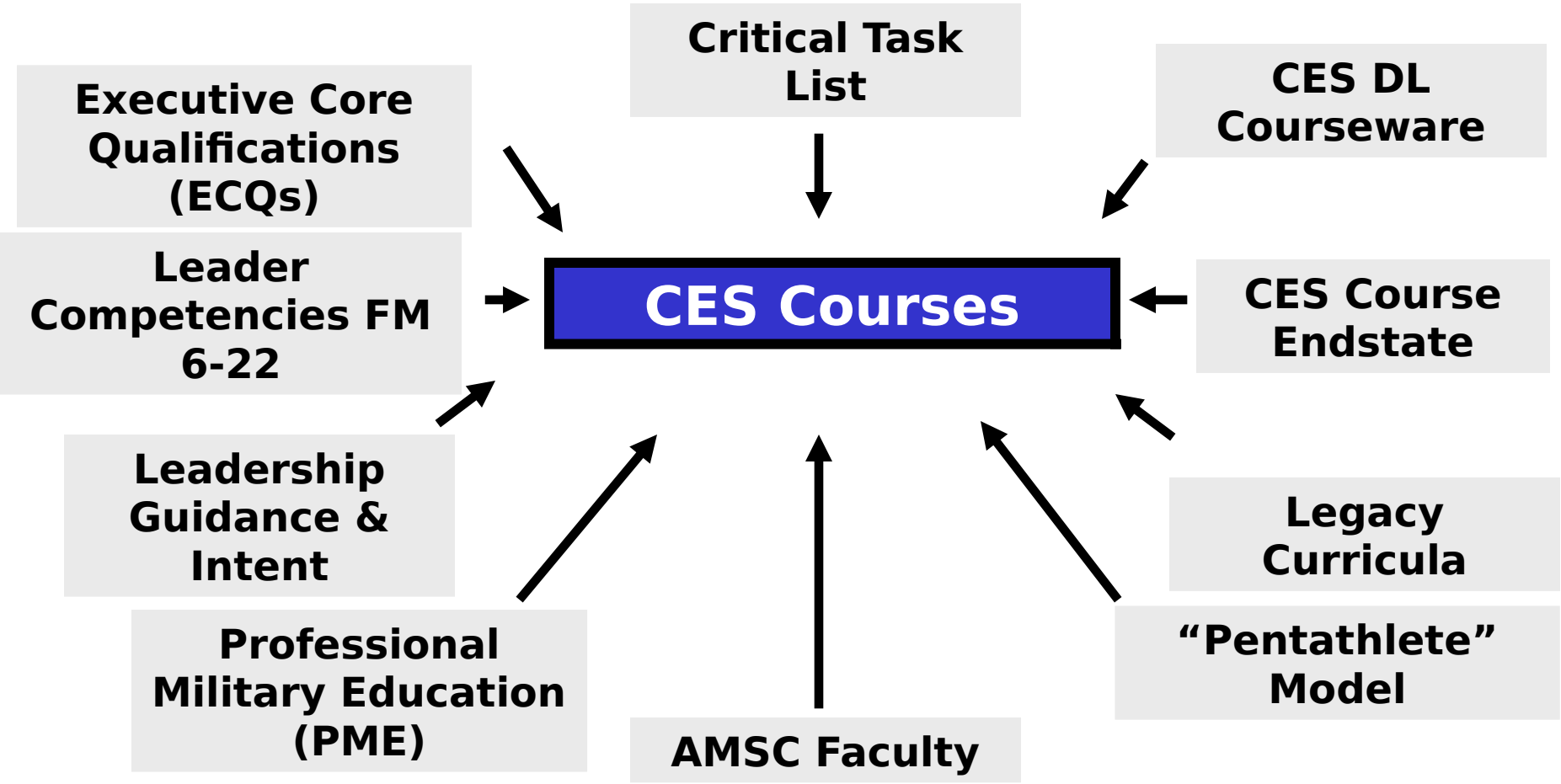
Army Training and Leader Development Mo

Civilian Education System

Resident Campus Location



CES Course Design



Civilian Leader Development

•DL open to all Army Civilians	•Team Leaders •First Time Supervisors •Program - Project Mgrs	•Supervisors •Managers •Program Mgrs – Project Mgrs	• GS13 above or comp PB/NAF •Supervisors •Managers •Program Mgrs	•GS 14/15 or comp PB/NAF •Board Selection

Provides progressive and sequential education

Senior Service School

DOD Defense Leadership & Management Program (DLAMP)

Advanced Course (AC) – DL & Resident

Manager Development Course (MDC) – DL

Intermediate Course (IC) – DL & Resident

Basic Course (BC) – DL & Resident

Supervisory Development Course (SDC) – DL

Action Officer Development Course (AODC) – DL

Foundation Course (FC) – DL

**PB – Pay Band NAF – Non Appropriated Funds Red – On-line courses Blue – New CES courses

Civilian Leader Development Online Courses

Distributed Learning (DL) Available Through the Web

Supervisor Development Course	Manager Development Course	Action Officer Development Course
Provides supervisors and managers with civilian administration skills such as work management and basic supervision Required for employees in supervisory and management positions	Assists supervisors and managers with basic skills for managing work and leading people Recommended for all civilians in supervisory and management positions	Designed for civilians who "work actions" on behalf of senior staff officers or commanders Required for interns Completion required before they complete the intern

Foundation Course

57 Hours Distributed Learning (dL)

DA Civilian who understands and appreciates Army values and customs; serves professionally as a member of the Department of the Army; acquires foundation competencies for leader development

- Knows Army leadership and doctrine.
- Organizes daily activities.
- Applies the skills for increasing self-awareness.
- Knows how to build teams, and practices group dynamics.
- Comprehends career progression for DA civilians.
- Meets DA administrative requirements.
- Applies effective communication principles.

DL available for self-development

Foundation Course

Enrollment Information

Eligibility

- All DA Civilian employees
- Military and other DoD employees

Required Attendees

- Foundation Course is required for interns, team leaders, supervisors, and managers employed after 30 Sep 2006

Admission Priority

- Available by dL

Course Credit/Substitution

- Army civilians employed before 30 Sep 2006 are not required to take the FC and will receive credit for this course

Basic Course

2 Weeks Resident, 43.5 Hours dL

DA civilian who understands and applies basic leadership skills to lead and care for small teams successfully; applies effective communication skills to build a team; demonstrates internal and external awareness and directs team accordingly; develops and mentors subordinates

- **Applies leadership Skills**
- **Complies with applicable laws**
- **Improves self and subordinates**
- **Demonstrates leader attributes**
- **Manages mission accomplishment**

DL available for self-development

Basic Course

Enrollment information

Eligibility

- Army civilian employees who lead teams, or in supervisory or managerial positions
- Army civilian program/project managers
- Military supervisors of civilians and other DoD employees

Prerequisite for Resident Phase

Foundation Course, if required

Course Credit/Substitution for Resident Phase

Courses: LEAD, OBC/BOLC, WOAC, ANCOC or more advanced level

Intermediate Course

3 weeks resident, 91 hours distributed Learning (dL)

DA civilian skilled in leading; managing human and financial resources; implementing change; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

- **Develops leader attributes**
- **Develops management skills**
- **Develops improved communication skills**
- **Generates mission accomplishment**
- **Prepares an organization for the future**

DL available for self-development

ntermediate Course

Enrollment information

Eligibility

- Army leaders in permanent appointments to supervisory or managerial positions
- Army civilian program/project managers
- Military supervisors of civilians and other DoD employees

Prerequisite for Resident Phase

Foundation Course, if required
Basic Course or substitution

Course Credit/Substitution for Resident Phase

Courses: OLE, CCC, WOSC, FSC or more advanced level

Advanced Course

4 weeks resident, 67 hours distributed Learning (DL)

DA civilian leader skilled in leading a complex organization; managing human and financial resources; leading change; inspiring vision and creativity; directing program management and systems integration; displaying flexibility, resilience, and focus on mission

Leads people in a complex organization

Leads a complex organization, and inspires vision and creativity

Operates within an environment of integrated systems, with a focus on mission

DL available for self-development

Advanced Course

Enrollment information

Eligibility

- Army employees in permanent appointments to supervisory or managerial positions
- Senior level civilians in positions of leadership or program/project managers
- Military supervisors of civilians and other DoD employees
- GS13–15 or comparable NSPS pay band

Prerequisite for Resident Phase

Foundation Course, if required

Basic Course, Intermediate Course or substitution for each

Course Credit/Substitution for Resident Phase

Courses: AMSC/SBLM, CGSC/ILE, WOSSC, SMC or

CES Courses Resident Phase

Location	Dates	Application Deadline	Course
Fort Belvoir	15 Oct – 9 Nov	7 Jun	Advanced Course ←
Fort Belvoir	15 Oct – 2 Nov	7 Jun	Intermediate Course ←
Fort Leavenworth	15 – 26 Oct	7 Jun	Basic Course ←
Fort Leavenworth	5 – 16 Nov	8 Jul	

Course Schedule

Advanced Course		Intermediate Course		Basic Course	
Course Date/	Application Deadline	Course Date/	Application Deadline	Course Date/	Application Deadline
15 Oct 07 – 9 Nov 07	7 Jun 07	15 Oct 07 – 2 Nov 07	7 Jun 07	15 Oct 07 – 26 Oct 07	7 Jun 07
7 Jan 08 – 01 Feb 08	2 Sep 07	27 Nov 07 – 14 Dec 07	30 Jul 07	3 Nov 07 – 16 Nov 07	8 Jul 07
11 Feb 08 – 7 Mar 08	15 Oct 07	7 Jan 08 – 1 Feb 08	17 Sep 07	3 Dec 07 – 14 Dec 07	7 Aug 07
24 Mar 08 – 18 Apr 08	26 Nov 07	3 Mar 08 – 21 Mar 08	4 Nov 07	7 Jan 08 – 18 Jan 08	9 Sep 07
28 Apr 08 – 23 May 08	31 Dec 07	14 Apr 08 – 2 May 08	16 Dec 07	28 Jan 08 – 8 Feb 08	30 Sep 07
2 Jun 08 – 27 Jun 08	3 Feb 08	12 Jun 08 – 20 Jun 08	3 Feb 08	25 Feb 08 – 7 Mar 08	28 Oct 07
14 Jul 08 – 8 Aug 08	16 Mar 08	14 Jul 08 – 1 Aug 08	16 Mar 08	10 Mar 08 – 21 Mar 08	11 Nov 07
25 Aug 08 – 19 Sep 08	7 Jun 08	11 Aug 08 – 29 Aug 08	13 Apr 08	24 Mar 08 – 4 Apr 08	25 Nov 07
		8 Sep 08 – 26 Sep 08	11 May 08	7 Apr 08 – 18 Apr 08	9 Dec 07
				28 Apr 08 – 9 May 08	30 Dec 07
				12 May 08 – 23 May 08	13 Jan 08
				2 Jun 08 – 20 Jun 08	10 Feb 08
				7 Jul 08 – 18 Jul 08	8 Mar 08
				21 Jul 08 – 1 Aug 08	23 Mar 08
				11 Aug 08 – 22 Aug 08	13 Apr 08
				8 Sep 08 – 19 Sep 08	11 May 08

Application deadline based on 120 day window; 90 days for dL completion (upon application approval) and 30 days prior to resident class start date for administrative

Senior Service College (SSC)

- SSC is at the apex of a civilian's leader educational development and prepares civilians for positions of greater responsibility.
- SSC is for civilians who require an understanding of complex policy and operational challenges and increased knowledge of the national security mission.
- DA Secretariat Board Selections (Order of Merit List)
  - Education/Grade requirement
    - GS/GM-14/15 or comparable NSPS pay band.
    - Have three years in a permanent appointment before admittance to SSC.
    - Possess a baccalaureate degree from an accredited college or university.
    - Complete the CES Advanced Course or equivalent.

Army Graduate Placement Program is required for all SSC graduates

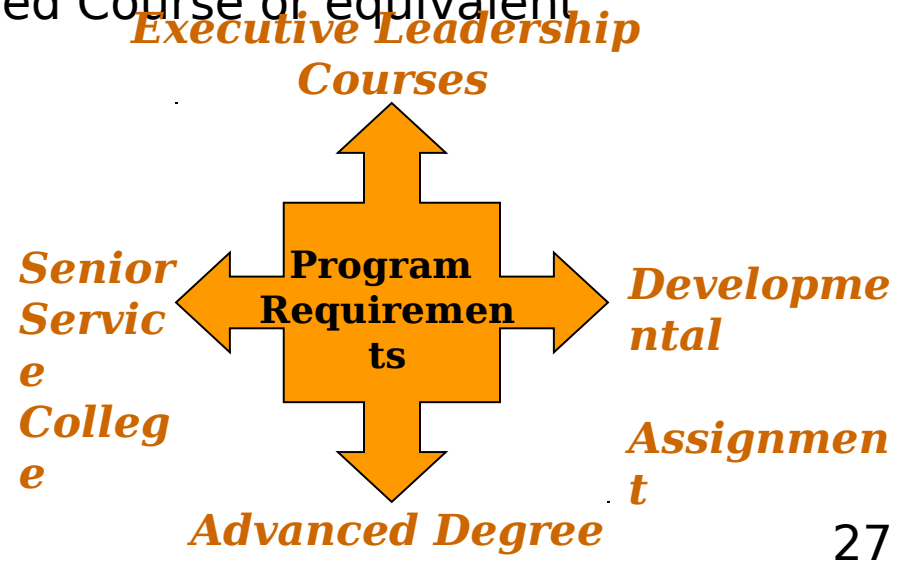
DLAMP

(Defense Leadership and Management Progr

- Program designed for joint civilian leader training, education and development within and across Department of Defense

- Army Requirements
  - GS/GM – 14/15 or comparable NSPS pay band
  - Three years in a permanent appointment before admittance to DLAMP
  - Possess a baccalaureate degree from an accredited college or university
  - Complete the CES Advanced Course or equivalent

Announced enrollment
http://www.cpol.army.mil



Things to Come

- Communities of Practice
- Central Learning Site
- Training Management System

Summary

"Our goal, is to create Army civilians who, as *pentathletes*, exemplify the Civilian Core Creed in dealing with the full range of challenges they will face in
providing our Soldiers with the resources, quality of life, infrastructure, and other
Support they will need to accomplish the Army mission." *2007 Army Posture Statement*

Embrace opportunities to grow as leaders

- Become **self-aware** ~ understand your strengths and weaknesses….work to improve upon your weaknesses

- Accept **challenging assignments**, cross-train, take on a difficult task

- Take on a **self-study assignment** ~ participate in eLearning or read a book

Questions?

Email

CivilianLeaderDevelopment@hqda.army.mil

Homepage

http://www.amsc.belvoir.army.mil

Growing Army Leaders in the 21st Century. . . The "Pentathlete"

- **Multi-Skilled Leader**
- **Leader Attributes**

Personifies the Army Civilian Corps Creed in all aspects from mission support statesmanship to enterprise managem

It's a way of life

Army Civilian Corps Creed

I am an Army Civilian – a member of the Army Team
I am dedicated to our Army, our Soldiers and Civilians
I will always support the mission
I provide stability and continuity during war and peace
I support and defend the Constitution of the United States and consider it
an honor to serve our Nation and our Army
I live the Army values of Loyalty, Duty, Respect, Selfless Service, Honor,
Integrity, and Personal Courage
I am an Army Civilian

Back Up Charts

Civilian Picture Credits

- Alonzo Johnson Jr. and David Keith, deployed Army civilian mechanics assigned to the Forward Repair Activity at Camp Arifjan, Kuwait, are bolting the pan to a transmission housing. Both are rebuilding Army tactical vehicles for redeployment to Iraq and are assigned to Army Materiel Command's forward Support Brigade, Southwest Asia. Photo by Bob Whistine

- A mechanic works on a T700 engine at Corpus Christi Army Depot, Texas Photo courtesy of Corpus Christi, Army Depot

- Gary Dygert, a Communications-Electronics Command Logistics Assistance Representative works with a Soldier near Baghdad on a field deployable environmental control unit. Photo by Bob Whistine

- Oscar Eason Jr., a licensed engineer and assistant to the Chief, Engineering-Construction Division at the Seattle District of the Army Corps of Engineers, served in Operations Desert Shield and Desert Storm assisting the Kuwaiti government. Photo courtesy of OCPA

CES Registration

Visit the AMSC Home Page at http://www.amsc.belvoir.army.mil

Click on the "Civilian Education System" tab at the top

For Fort Belvoir, contact
Ms. Angela Williams, Registrar
(703) 805-4757, DSN 655-4757
registrar@amsc.belvoir.army.mil

For Fort Leavenworth, contact
Ms. Carrie Criqui, Registrar
(913) 758-3506, DSN 585-3506
cesbc@leavenworth.army.mil

Websites

- *Self Development*

  Smartforce:
  https://www.atrrs.army.mil/channels/eLearning/smartforce/

- *Self Awareness*

  Leader development portfolio
  https://www.us.army.mil/suite/page/279956
  CLIMB (180 assessment)
  http://www.123assess.com/climb/home.do
  Management Competency Assessment Tool (MCAT)
  http://64.210.244.55/OPM_mcat/Default.aspx

- *Senior Service College (applications Training and Leader Dev)*

  http://www.cpol.army.mil

CES Equivalency

Civilian Legacy Military LD	CES COURSES	
Civilian Leadership and Development Course	**Basic Course**	Officer Basic Course, Warrant Officer Advanced Course, and Advanced NCO Course
Organizational Leadership for Executives	**Intermediate Course**	Captains Career Course, Warrant Officer Senior Course and First Sergeant Course
Sustaining Base Leadership and Management	**Advanced Course**	Command and General Staff College, Intermediate Level Education, Warrant Officer's Senior Staff Course, and Sergeant Majors Course